



Long Lawford Primary School

Anti Bullying Policy

Date of policy: October 2012

Date adopted by Governing Body: October 11th 2012

Reviewed: Wednesday 18th November 2015

Statement of belief

At Long Lawford Primary School we aim to have the highest possible quality of teaching and learning to enable all children to achieve their full potential. Together we are an Achieve, Care, Enjoy School (ACE).

We believe that every child has the right to be within a happy and positive environment and that establishing appropriate boundaries and expectations plays an essential part in developing a child's general attitude and well being, and prepares them for successful life within the wider community.

As a learning community we promote a set of key values with all the children. Our key values are:

- To take pride in your school and community
- To do your BEST.
- To be honest.
- Respect yourself and others.
- To show good manners.
- To care for others.

At Long Lawford Primary School we also look "to promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs."

It is in the context of our school and fundamental British values that this policy should be read.

Rationale behind the policy

We recognise that bullying is present to a greater or lesser extent in all institutions. We believe that all members of our school community deserve the right to feel valued, equal and respected and be able to come to school without fear. Bullying has a serious effect on a pupil's self esteem, emotional and mental health, which in turn prevents them from developing their full potential and can seriously affect their life chances. Our school's definition of bullying taken from **Preventing and Tackling Bullying, Advice for head teachers, staff and governing bodies, DFE 2012** is:

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet).'

We recognise that bullying can be motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. Bullying might also be motivated by actual differences between children, or perceived differences.

Stopping violence and ensuring immediate physical safety will be our first priority but we recognise that emotional bullying can be more damaging than physical; so the school will make its own judgements about each specific case.

When talking about bullying, we believe it is very important for parents (and teachers and children) to understand what bullying is not. Quite often a single act or behaviour is out of proportion, but it is not in itself bullying e.g. example friends falling out, accidentally bumping into someone, getting hurt whilst playing a game, arguing etc. For an incident to be considered bullying the aggressor must want to repeatedly hurt someone and the victim must perceive the incident as a deliberate act of abuse.

Bullying, in any form, will not be tolerated at our school. This includes any member of the school community (staff, students, parents or governors.) As a "listening and telling" school we are committed to the creation of positive and safe learning environments for all.

In drawing up this policy reference has been made to the following documents:

- **DfE Preventing and tackling bullying. Advice for head teachers, staff and governing bodies 2012.**
- **DfE The use and effectiveness of Anti Bullying Strategies in Schools 2011.**
- **DfE Behaviour and Discipline in Schools. Guidance for head teachers and teachers 2011**
- **DfE Ensuring Good Behaviour in Schools. A Summary for Heads, Governing Bodies, Teachers, Parents and Pupils 2011**
- **Learning Behaviour – the report of the practitioners' group on school behaviour and discipline 2005.**
- **DfE Screening, searching and confiscation. Advice for head teachers, staff and governing bodies, 2011.**

Purpose of the policy:

- To promote the schools aims and values.
- To develop a positive and safe learning environment in which bullying will not be tolerated.
- To promote inclusion, mutual respect, self-esteem and self worth in order to meet the physical, emotional and mental health needs of all members of the school community.
- To raise the standards of behaviour and levels of achievement of all.

Guidelines for implementing policy:

- The policy will be monitored and evaluated annually and will involve all stakeholders.
- There needs to be recognition that anyone can be a bully or victim and that bullying can take many forms.
- It is recognised that the Head teacher and Governing Body have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy
- Children are encouraged to report all incidents of bullying, whether they are victims or bystanders.
- All staff will respond to child, staff or parental concerns seriously and support the agreed procedures.

Our proactive strategies include:

- The recruitment and training of Anti Bullying Ambassadors.
- The use of the acronym **S.T.O.P** with the children. **STOP** standing for **Several times on purpose** as a means for children to understand what bullying is and **Start telling other people** as a strategy for children to adopt.
- We are a listening and telling school. This is the message that will be promoted at all times and with all audiences. There is an agreed collective responsibility to address any incidents of bullying observed.
- A copy of the school policy will be sent home. This will be discussed in class with all pupils so they understand the school's policy of zero tolerance of bullying and their role in making it a success. A pupils' version will be available in the classrooms.
- Annually (during National Anti Bullying week) the issue of bullying will be raised in order to maintain awareness of the issue through school assemblies and prominent pictorial displays and posters.
- Every opportunity to promote whole school initiatives such as anti-bullying week (November each year), theatre productions and external speakers will be taken.

Parents and the community will be encouraged to actively support the policy at parents' evenings by signing the home-school agreement and promoting the Schools Behaviour for learning Policy.

- The School Council will include bullying as a regular agenda item.

- The Governing body and SLT will monitor bullying on a day to day basis as part of its behaviour for learning policy.
- Bullying will be addressed within the PSHE and Citizenship Curriculum particularly through Circle Time and the Taking Care and SEAL materials.
- Procedures for dealing with a bullying incident will be included in the staff handbook.

Our Reactive strategies

- In the event of a bullying incident the same procedures will be followed as for all other incidents of poor behaviour (see School Behaviour for learning policy.) Staff will gather evidence and consult with the Assistant Head teachers or Head teacher.
- In all cases details of the incident and action taken will be recorded. Where behaviour has been identified as bullying (see school definition taken from DfE guidance) Parents of both the victim and bully will be involved.
- Our prime concern will be to eliminate the bullying. Action will continue until the issue is satisfactorily resolved and the bullying ceases. The actions will be reviewed and modified in light of circumstances and if the bullying continues.
- Strategies to support victims will involve staff and children. Approaches such as circle of friends, no blame approach, buddying and mentoring etc will be considered.
- If it is a serious incident temporary or permanent exclusion will be considered after a full review of the facts.
- Bullying incidents will be logged and monitored on a termly basis by the Head, or named member of the SLT. This information will be given to the Governing body each term as part of the Head's Report.
- Mrs Lisa Haggan Chair of governors will have responsibility for maintaining an overview of behavioural and bullying issues.